



UNITED STATES GOVERNMENT  
**NATIONAL LABOR RELATIONS BOARD**  
FREEDOM OF INFORMATION ACT BRANCH  
Washington, D.C. 20570

Via email

February 4, 2022

Re: FOIA Request NLRB-2022-000502

Dear Matthew Osborn-Grosso (Solidarity News):

This is in response to your request, under the Freedom of Information Act (FOIA), 5 U.S.C. § 552, submitted on January 29, 2022, and received on January 31, 2022, in which you seek “[a]ll filings and decisions” in *Starbucks Corporation*, Case No. 19-RC-288594.

We acknowledged your request on January 29, 2022. On February 3, 2022, a member of my staff informed you by email that since not all of the transcripts were available yet, and in the interest of promptly releasing what we currently have, no transcripts are being provided to you at this time. You were advised that if you were interested in the transcripts, you should wait a few days for all of the transcript files to arrive and file a new FOIA request for them.

Your request is granted in part and denied in part, as explained below.

After conducting a search of the Agency’s electronic casehandling system, NxGen, I have confirmed that the requested NLRB case is pending before the Agency’s Region 19 office, after a recent pre-election hearing concluded.

Your request is granted to the extent that I have attached the formal records in the case, which are available to the public pursuant to NLRB FOIA regulations. These include the petition, initial docket letters, Notice of Hearing, Notices of Appearance, Statement of Position with Attachments, and an RD Order Referring Petition to Revoke Subpoena Duces Tecum to Hearing Officer. Please note that Region 19 staff confirmed that the subpoena issues referred to in the RD Order were resolved informally, so that there was no ruling by the Hearing Officer.

Upon my review, I have determined that redactions are necessary to Attachments B and C of the Statement of Position to protect the privacy interests of individuals named in the records. Specifically, employee names and addresses were redacted pursuant to FOIA Exemption 6, which pertains to information the release of which would constitute a clearly unwarranted invasion of personal privacy, and FOIA Exemption 7(C), which pertains to records or

information compiled for law enforcement purposes, the release of which could reasonably be expected to constitute an unwarranted invasion of personal privacy. 5 U.S.C. § 552(b)(6) and (b)(7)(C).

Your request is further denied to the extent that certain responsive records which are part of the investigative file in this open case are being withheld, as they exempt from disclosure pursuant to Exemption 7(A) of the FOIA. 5 U.S.C. § 552 (b)(7)(A). Exemption 7(A) allows an agency to withhold records included in an open investigatory file where disclosure could reasonably be expected to interfere with enforcement proceedings. See *NLRB v. Robbins Tire & Rubber Co.*, 437 U.S. 214, 236 (1978). Given the open status of the case and the resultant harm that could reasonably occur with disclosing investigatory case file records while the proceedings are ongoing, I am withholding any such records in full at this time.

Please be advised that Exemption 7(A) protection is “temporal in nature.” *Citizens for Responsibility & Ethics in Wash. v. Dep’t of Justice*, 746 F.3d 1082, 1097 (D.C. Cir 2014) (citing *NLRB v. Robbins Tire*, 437 U.S. 214, 223-24 230-32 (1978)). That is, case file records may become disclosable, subject to applicable exemptions, after the case closes, a certification of results has issued, a bargaining representative has been certified, or the matter is otherwise closed under Agency procedures. Accordingly, you may wish to file a new request at that time.

The status of this case can be tracked on the Agency website at [www.nlr.gov](http://www.nlr.gov) by going to the Cases & Decisions tab, clicking case search, entering the case number in the search box and viewing the case page or by clicking the link here: <https://www.nlr.gov/case/19-RC-288594>.

For the purpose of assessing fees, we have placed you in Category C, as a representative of the news media, in that you qualify as a person “actively gathering news for an entity that is organized and operated to publish or broadcast news to the public.” NLRB Rules and Regulations, 29 C.F.R. § 102.117(d)(1)(vii). Accordingly, there is no charge assessed for this request.

You may contact Jodilyn Breirather, the FOIA Specialist who processed your request, at (202) 368-1927 or by email at [Jodilyn.Breirather@nlrb.gov](mailto:Jodilyn.Breirather@nlrb.gov), as well as the Agency’s FOIA Public Liaison, for any further assistance and/or to discuss any aspect of your request. The FOIA Public Liaison, in addition to the FOIA Specialist, can further explain responsive and releasable agency records, suggest agency offices that may have responsive records, and/or discuss how to narrow the scope of a request in order to minimize fees and processing times. The contact information for the Agency’s FOIA Public Liaison is:

FOIA Public Liaison  
National Labor Relations Board  
1015 Half Street, S.E., 4<sup>th</sup> Floor  
Washington, D.C. 20570  
Email: FOIAPublicLiaison@nrlrb.gov  
Telephone: (202) 273-0902  
Fax: (202) 273-FOIA (3642)

After first contacting the Agency, you may additionally contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA dispute resolution services it offers. The contact information for OGIS is:

Office of Government Information Services  
National Archives and Records Administration  
8601 Adelphi Road-OGIS  
College Park, Maryland 20740-6001  
Email: ogis@nara.gov  
Telephone: (202) 741-5770  
Toll free: (877) 684-6448  
Fax: (202) 741-5769

You may obtain a review of this determination under the NLRB Rules and Regulations, 29 C.F.R. § 102.117(c)(2)(v), by filing an administrative appeal with the Division of Legal Counsel (DLC) through FOIAonline at:  
<https://foiaonline.gov/foiaonline/action/public/home> or by mail or email at:

Nancy E. Kessler Platt  
Chief FOIA Officer  
National Labor Relations Board  
1015 Half Street, S.E., 4<sup>th</sup> Floor  
Washington, D.C. 20570  
Email: DLCFOIAAppeal@nrlrb.gov

Any appeal must be postmarked or electronically submitted within 90 days of the date of this letter. Any appeal should contain a complete statement of the reasons upon which it is based.

Please be advised that contacting any Agency official (including the FOIA Specialist, FOIA Officer, or the FOIA Public Liaison) and/or OGIS does not stop

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the 90-day appeal clock and is not an alternative or substitute for filing an administrative appeal.

Sincerely,

/s/ *Synta E. Keeling*

Synta E. Keeling  
FOIA Officer

Attachment: (48 pages)